

AGREEMENT BETWEEN
THE
CHAPPAQUA CENTRAL SCHOOL DISTRICT
AND
THE CHAPPAQUA OFFICE STAFF ASSOCIATION/NYSUT
2008 - 2011

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PREAMBLE

This Agreement, made the first day of July, 2008, by and between the Superintendent of Schools of the Chappaqua Central School District, hereinafter called the District, and the Chappaqua Office Staff Association/NYSUT, hereinafter called the Association, is a statement of the terms and conditions of employment of the members of the Association Negotiating Unit (Unit 3).

CONTRACT RIGHTS AND PROCEDURES

ARTICLE 1 - Duration

- A. This agreement shall become effective July 1, 2008 and shall terminate on June 30, 2011.

ARTICLE 2 - Recognition

- A. The Association has been recognized for the purpose of negotiating collectively with the District over the terms and conditions of employment for Unit 3.
- B. The Association is the exclusive representative of all full-time and part-time salaried clerical and teacher aide employees excluding those secretaries designated confidential by the Superintendent of Schools as heretofore agreed to by the Association.
- C. In accordance with Article 14 (Section 208) of the "Public Employees' Fair Employment Act", the Association shall have unchallenged representation status. Such recognition shall extend for the maximum period allowed by law. Competing claims of majority support shall be resolved according to procedures established by the "Public Employees" Fair Employment Act", Article 14 (Section 207) of the Civil Service Law.
- D. Nothing stated or implied in this Agreement shall be construed as requiring clerical or teacher aide personnel to be members of the Association as a condition of employment in this District.
- E. The Association agrees to represent equally all clerical and teacher aide personnel without regard to membership or participation in, or association with the activities of the Association.
- F. The Association agrees that it will not engage in, cause, instigate, encourage or condone a strike, or other concerted actions designed to restrict clerical or teacher aide personnel services.

ARTICLE 3 - Negotiation Procedures

- A. Negotiation meetings shall begin no later than February 15 prior to the expiration of the Agreement. They shall be conducted a minimum of twice a month with a mutually acceptable date and place. Date and agenda shall be established for the next meeting prior to the close of each meeting.
- B. All provisions of the current Agreement on which changes are not to be proposed shall be considered automatically for inclusion in the new Agreement.
- C. No individual proposal will be agreed to until all proposals are accepted as a package.
- D. The meetings and the proposals shall be confidential, and neither the District nor the Association shall release to the press or to any other information media any information relating to the proposals or to the conduct of the meetings unless and until a final impasse is declared. Nothing contained herein shall be construed to prohibit communication between the negotiating teams and their respective parties.
- E. An agreement reached by the Association Negotiating Committee and the District is effective only after it has been ratified by the Association and the Board of Education.
- F. The Association and the District each have the right to impasse. No impasse exists until all proposals have been considered.
- G. All proposals, whether they are new or revisions of existing terms of the Agreement, will be submitted by both sides by March 1 in the year during which the contract expires.

ARTICLE 4 - Grievance Procedure

- A. Definition - A "grievance" is the claim by the Association, or person, that there has been a violation of the terms of this Agreement.
- B. Purpose - the purpose of this procedure is to secure an equitable solution to the disputes which may arise over matters defined in Paragraph "A" as rapidly as possible.
- C. Procedure - It is agreed to that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. Before submission of a written grievance, the aggrieved party should attempt to resolve it informally. To

expedite the process the number of days indicated shall be considered as a maximum.

1. Level One

- a. An aggrieved person or his/her representative will first present his/her grievance in writing to his Principal or immediate supervisor with whom it will be discussed directly. The meeting of the aforesaid parties shall be scheduled within five (5) working days of the proper filing of this grievance. The Principal or immediate supervisor shall inform the aggrieved person of his decision in writing, within five (5) working days after the meeting.

2. Level Two

- a. If the grievance is considered by the Association to be meritorious, the Association shall notify the Superintendent in writing, within five (5) working days after it has received the grievance from the aggrieved that it wishes to carry the grievance to the Superintendent. The meeting of the aforesaid parties shall be scheduled within five (5) working days.

3. Level Three

- a. If the Association and the grievant are not satisfied with the Superintendent's decision, they may submit the grievance to arbitration by filing a written notice with the Office of the Superintendent of Schools on the appropriate form within five (5) days of receipt of the Superintendent's decision. Within (10) days of the filing with the Superintendent of Schools, the designated arbitrator shall be jointly contacted by the parties. The arbitration shall be held before one of the following arbitrators selected to the extent practicable, on a rotating basis, and available on a timely basis:

1. Howard Edelman
2. Bonnie Siber-Weinstock
3. Carol Wittenberg
4. Richard Adelman
5. Jeffrey Selchick

- b. The arbitrator shall issue his decision with due dispatch after the date of the closing of the hearings, or if all hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision shall set forth the arbitrator's opinion and conclusions on the issues submitted. The decision of the arbitrator shall be rendered to the District and the Association and shall be binding on the parties.

The arbitrator shall make no decision which is contrary to, or inconsistent with, or which modifies or varies in any way, the terms of the Agreement or of applicable law, rules or regulations having the force and effect of law.

- c. The cost for the services of the arbitrator, including expenses, if any, shall be borne equally by the Board and the Association.

D. Rights Under Grievance Procedure:

1. Any grievance shall be presented within thirty (30) working days after the grievant and the Association knew or should have known of the occurrence or events claimed to have given rise to the grievance. Failure to proceed to the next step within the applicable time limits shall be deemed a waiver of the grievance, and the grievance shall abate.
2. The District shall make available to the Association such information deemed necessary for the Association to carry out its function of processing Association grievances (excluding confidential personnel records).
3. In the event that a representative or individual designated in writing by the Association, investigates or is required to attend a grievance proceeding, he or she shall be released from his or her regular assignment without loss of pay for the period of time necessary to permit his or her attendance at such proceedings.
4. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants and shall not be available without the permission of the aggrieved party.

ARTICLE 5 - Legislative Authority

It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative has given approval.

ARTICLE 6 - Savings Clause

- A. In the event that any provision of this Agreement shall be declared contrary to law, all other provisions shall continue in full force and effect.
- B. If any provision of this Agreement is declared contrary to law, then such provision shall not be applicable, performed or enforced except to the extent permitted by law.

ARTICLE 7 - Management Rights

It shall be the prerogative of the District to adopt new policies not affecting or changing matters contained in this Agreement, and nothing herein shall be construed to restrain the District in the full and absolute management of its affairs except as modified by this Agreement.

ARTICLE 8 - Organization of the Staff

A. Definition of Qualified Employee - A person employed in the school district must work more than twenty-four hours per week in order to qualify for benefits. Any employee who is currently eligible for and/or currently receiving benefits shall continue to be eligible to receive such benefits in the event of involuntary reduction of hours below twenty-four (24) hours per week.

B. Work Year, Work Week, Work Day - Twelve (12) month employees shall work from July 1 through June 30. The normal work schedule shall be 35 hours per week, 7 hours per day, excluding lunch.

Individual hours will be set by the immediate supervisor. Exceptions may be made with approval of the immediate supervisor and in consultation with COSA.

Summer hours shall be 30 hours per week, 6 hours per day. Summer hours shall begin the first day after the teacher year ends and shall end the last day before the teachers return. Summer hours will prevail for those employees scheduled to work during recess periods.

Ten (10) month employees shall work from September 1 through June 30. The normal work schedule shall be the same as 12 month employees.

Session employees shall work on regularly scheduled instruction days but no less than 180 days. The normal work week shall be the same as that of 12 month employees.

Part-time teacher Aides are hourly employees whose assignments and hours are assigned by the building principal. Full time teacher aides (25 hours or more) are salaried employees.

Time and one-half shall be paid for all hours in excess of 35 hours per week. No overtime payment will be made without advance authorization by the immediate supervisor.

Posting of Positions - All unit vacancies in the school district will be posted on school bulletin boards. A notice of all such vacancies shall be forwarded to the President of the Association.

Notices of openings occurring during July and August will be forwarded to those who file self-addressed envelopes with the Personnel Office prior to leaving on vacation.

Appropriate postings shall be mailed to teacher aides that have been excessed by the district. This will be in effect for two years.

New employees will receive new employee orientation within two weeks of the first day of employment.

ARTICLE 9 - Holidays

A committee of two (2) Association and two (2) District members shall make recommendations to the Superintendent of Schools as to the clerical holiday schedule.

Recommendations shall be made based on the following criteria:

<u>Type of Employee</u>	<u>Not Less Than</u>
A. Twelve month	14 days
B. Ten month	13 days
C. Session	10 days

ARTICLE 10 - Vacations

All full-time, twelve month, clerical employees shall be entitled to vacation as follows:

Two (2) weeks vacation after completion of one (1) year of continuous full-time employment.

Twelve month employees starting after the beginning of the fiscal year will earn Vacation time on a pro-rated basis. Vacation will be credited on July 1 of the following fiscal year.

Three (3) weeks vacation after the completion of five (5) years of continuous full-time employment.

Four (4) weeks vacation after the completion of ten (10) years of continuous full-time employment.

Five (5) weeks vacation after the completion of fifteen (15) years of employment. Employees may accumulate up to thirty vacation days.

In the event a full-time unit member accepts a twelve (12) month position, vacation time shall be computed from the commencement of full-time service to the district, retroactively on a pro-rated basis.

Vacation days may be taken during the regular school year with the approval of the school principal or the business administrator for the Education Center.

In addition, all full-time, 12 month, and 10 month clerical employees shall be granted vacation for one of the school recess periods.

New employees or employees promoted to a 10 or 12-month position prior to the December recess period in any given school year shall be granted recess for one of the school recess periods. Such employee(s) hired after December recess period shall not be eligible for recess breaks during any of the recess periods for the remainder of the school year during their initial school year of employment in a 10 or 12 month position.

The school principal and/or business administrator or other supervisor designated by the Superintendent shall schedule vacations after consultation with the employee involved.

ARTICLE 11 - Classifications (See Attached Salary Information)

- A-1:** Secretary to the Principal, Bookkeeper, Senior Stenographer, Secretary/Stenographer, Senior Office Assistant, Senior Office Asst.- Automated Systems, Accountant, Audio/Visual Technician, Database Manager, Secretary School District
- A-2:** Accounts Payable Clerk, Purchase Clerk, Library Clerk, Library Assistant, Senior Clerk, Office Assistant- Automated Systems, Data Entry Operator, Payroll Clerk, Office Assistant, Database Assistant
- A-3:** Typist, Clerk, Computer Aide, Audio Visual Assistant.

A-4: Typist/School Monitor, Clerk/School Monitor, Clerk/Typist, Receptionist, Health Aide.

B: Teacher Aides.

A twelve month employee hired prior to January 1; or a ten month employee hired prior to February 1 will receive a salary increase on July 1 of the next school year.

ARTICLE 12 - Conferences and Workshops

- A. All clerical and teacher aide employees qualifying for benefits may be excused to attend out of district conferences and/or workshops without loss in compensation or charge to sick leave, provided that the building principal or supervisor and Superintendent of Schools approve such absence in accordance with the District travel, conference and workshop regulations. Conference and workshop time is non-cumulative.
- B. Out of district conferences and workshops shall be approved in advance by the Superintendent of Schools or his/her designee. Written application for such approval shall be made on forms provided by the District. Requests for reimbursement shall be filed with the Superintendent of Schools or his/her designee on the appropriate form, together with supporting receipts and other pertinent data. Reimbursement for out of district conferences and workshop fees and additional related expenses shall be per District policy.
- C. Mileage reimbursement for Section A and B above and for authorized District transportation by personal automobile shall be made at the IRS rate.
- D. Unit members may attend District-In Service courses that are designated as appropriate to respective unit members upon approval of a Central Office Administrator.

ARTICLE 13 - Snow Days

No unit member shall be required to report to work on "snow days" or other such emergency days during which schools are closed. Employees shall receive their normal rate of pay for all such days.

Teacher aides will be entitled to the same paid snow days as clerical staff. It is understood that part-time Teacher aides who are not scheduled to work on a snow day will not be paid.

In the event of an early dismissal due to an emergency and/or inclement weather, if the immediate supervisor determines that all unit members are excused, teacher aides scheduled to work that day will receive their regular pay for the day.

ARTICLE 14 - Bereavement Leave

Up to five (5) days per year may be granted to unit members for serious illness or death in the family.

ARTICLE 15 - Personal Business Days

- A. A personal business day is time off for conducting matters of a personal nature which cannot be scheduled for any other time.
- B. All twelve (12) month employees qualifying for benefits may be allowed up to three (3) personal business days with pay during the year; all other qualified employees may be allowed up to two and one half (2 1/2) personal business days with pay during the year. All teacher aides qualifying for benefits may be allowed up to two (2) personal business days with pay during the year. Such leave, if not used, shall be cumulative as sick leave.

The request for personal business days shall be in writing and need not specify reasons for taking such leave unless it is immediately preceding or following a holiday or a vacation period, in which case the leave would first need to be approved by the administrator or immediate supervisor concerned.

At least three (3) days notice is necessary to the administrator and/or supervisor concerned, except in case of emergency, and such notification shall be given as soon as possible, but in no case later than the beginning of the workday. All requests are subject to administrator and/or supervisor approval.

ARTICLE 16 - Sick Leave

- A. Sick leave is time off, without loss of pay, granted by the District for reasons of personal illness or quarantine regulations by the Board of Health.
- B. All full-time, and part-time clerical employees qualifying for benefits shall be entitled to, up to and including fifteen (15) days during a school year except as hereinafter provided. Should the sick leave be covered under the provisions of pension or compensation law, only the differences between the employee's salary and that compensation paid by the other agency shall be paid by the District. Sick leave may also be used for illness in the family.

All full time teacher aides qualifying for benefits shall be entitled to, up to and including, fifteen (15) days during the school year except as hereinafter provided. Should the sick leave be covered under the provisions of pension or compensation law, only the difference between the employee's salary and that compensation paid by the other agency shall be paid by the District.

- C. In its discretion, the District may impose conditions on approval of sick leave, including, but not limited to, medical examination or immunization of an employee by a doctor designated by the District. Such examination or immunization shall be at the District's expense. At the sole discretion of the District, an employee may be ordered on sick leave. The decision as to whether any employee shall continue his assigned duties after undergoing a medical examination shall be solely within the determination of the District. The District reserves the right to grant extraordinary sick leaves with pay under exceptional circumstances.
- D. All unused sick days are cumulative without limit, but the rate of accumulation will not exceed fifteen (15) days per school year for full-time and part-time clerical employees and qualified teacher aides.
- E. Upon retirement, all unit members qualifying for benefits shall be allowed to convert to cash unused sick leave at the rate of \$32.00 per day in each year to a maximum of 245 days in 2008-2011.
- F. Regularly approved leaves shall be construed to provide retention of accumulated sick days for use upon return to full-time service in the district. Sick days may not be used or accumulated during the period of such approved leaves. Employees on approved leave who serve part of the school year in their regular duties in the District shall be entitled to a pro rata share of sick days during such service.

ARTICLE 17 - Child Care Leave

- A. A child care leave of up to one year shall be granted without pay to regular, full-time, and clerical employees who are about to become, or have just become, a parent. In the event that both husband and wife are employed by the District, only one of them may be on a child care leave at any given time.
- B. Application for such leave shall be made in writing to the Business Administrator. A second consecutive year may be requested no later than 90 days prior to the expiration of the one year leave. The administration shall have the sole discretion to grant or deny such requests.
- C. No later than three months prior to the expiration date of the leave the employee shall notify the Business Administrator, in writing, of his/her intention to return or not to return from the leave. Failure to give appropriate notice will cause the employee to forfeit employment.
- D. The employee must return to the District for at least one year prior to application for a subsequent child care leave. An approved second consecutive year will count as one leave.

ARTICLE 18 - Jury Duty

Employees who are called for jury duty shall not suffer a loss from sick leave or personal time. They shall be paid their regular salary less any compensation paid for jury duty. Travel and meal allowance shall not be deducted from salary.

ARTICLE 19 - Special Leaves

Special leaves may be granted with or without pay, by the Board of Education upon the recommendation of the Business Administrator and the Superintendent of Schools.

ARTICLE 20 - Return from Leave

Employees returning from child care or special leave are not guaranteed the specific position or building assignment they left.

ARTICLE 21 - Insurance

- A. The District shall pay effective July 1, 2008 - 93.5%; effective July 1, 2009 - 92.25%, effective July 1, 2010 - 91% of the premiums for employees and dependents in the Northern Westchester/Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating employees shall pay effective July 1, 2008 - 6.5%; effective July 1, 2009 – 7.75%; effective July 1, 2010 - 9% toward the remaining premiums. Employees married to another District employee shall be entitled to either two single plans or one family plan. Retirees shall contribute toward health insurance costs at the same percentage that they paid at the time of their retirement.
- B. Health Insurance Buy-Out - Effective 7-1-08, the buyout amount shall be set at \$2,750 for those unit members currently receiving the buy-out as of the date of the signing of this Memorandum of Agreement. No others shall become eligible for the buy-out.
- C. BENEFIT FUND – The purpose of the Benefit Fund is to provide Dental, Vision, Life Insurance Benefits to all eligible unit members. The District will approve a third party administrator to administer the fund.

Up to two (2) Administrators will be on the Board of Trustees.

The District shall contribute annually, per eligible unit member, according to the following schedule:

July 15: 50%
January 15: 50%

The District will contribute the following amounts: \$1,385 per eligible unit member in 2008-2009, \$1,420 per eligible unit member in 2009-2010, and \$1,455 per eligible unit member in 2010-2011.

- D. A sick leave bank shall be created upon the contribution of an equal number of days from the Association and the District. Employees electing to participate in such a bank shall submit to the District a waiver of no more than one (1) day of accumulated sick leave. The Association shall contribute no more days than the number of eligible members of the bargaining unit. The number contributed shall be matched by the District. All eligible employees shall be invited to participate, but employees not electing to waive a sick leave day may not receive time from the sick leave bank.

The bank shall be administered by a committee of two members appointed by the District and two employees appointed by the Association who shall act upon withdrawals. Withdrawals from the bank shall be limited to eligible employees who are involved in a prolonged or disabling illness or accident, and who have exhausted their sick leave time. No employee may withdraw more than 150 days career aggregate

The sick leave bank shall be renewable once all banked days have been expended. The renewal shall be in the same manner as the creation of the bank set forth above.

Employees whose accumulated sick leave exceeds 245 days in 2008-2011 may contribute said excess days to the Sick Leave Bank upon retirement. These days will not be matched by the District.

ARTICLE 22 - Tax Sheltered Annuities

- A. The District agrees to enter into a written agreement with any clerical employee and teacher aide during the months of September and January to reduce the annual salary for the purpose of purchasing a tax-sheltered annuity for the employee.
- B. District expense and involvement will be limited to clerical expense required for making necessary payroll deductions and subsequent remittance to the appropriate insurance company.

ARTICLE 23 - Retirement

- A. The District shall subscribe to retirement plan 75 I of the New York State Employees' Retirement System and will provide Plan 75 I to employees eligible for membership in Plan 75 I.

- B. The district shall implement the provisions of Section 41J or the Retirement and Social Security Law for the benefit for the members of the bargaining unit effective 12-1-2008.

ARTICLE 24 - NYSUT Benefit Trust

The District agrees to offer the NYSUT Benefit Trust Program through payroll deductions. There shall be no cost to the District. The Union agrees to a save harmless clause.

ARTICLE 25 - Association Rights

- A. Bulletin board space shall be provided for Association use in each building.
- B. The Association shall be permitted to use school facilities for meetings during non-teaching hours at no expense to the Association. The association may distribute materials dealing with union business to members' school mailboxes, when available and school e-mail.
- C. The Association shall be permitted to use District Office machines and duplication facilities. The Association will reimburse the District for supplies used.
- D. Copies of Board of Education meeting agendas and minutes shall be forwarded to the Associations president as soon as available.
- E. A maximum of eight (8) paid days per contract year shall be provided to the Association for attendance to Association business.
- F. The president of the unit or designee shall serve on the District's Health and Safety Committee.

ARTICLE 26 - Evaluation Procedures

The parties agree to the use of a checklist evaluation tool for the term of this agreement.

If an employee receives a less than satisfactory overall evaluation the employee shall be placed on a special observation cycle to allow for the remediation of the less than satisfactory evaluation. In addition the employee shall have withheld from salary an amount not to exceed 0.5% of the percentage increase the employee would otherwise be entitled to. If the employee achieves an overall satisfactory rating within three months the withheld percentage shall be restored.

There shall be established by a Labor Management committee an appropriate appeals procedure to the Superintendent of Schools or his designee concerning the substance

of the evaluation. The determination of the Superintendent shall not be subject to grievance. The process of the evaluation shall be subject to the grievance procedure.

Within (10) working days of receipt of an overall unsatisfactory evaluation, an employee may file an appeal with the Superintendent (or designee) concerning the circumstance of the evaluation. Within (10) ten working days following submission of an appeal, the Superintendent (or designee) shall convene a hearing with the employee and the employee's supervisor – at which the employee shall be entitled to union representation concerning the validity of the circumstances of the evaluation. Within (5) five working days following the hearing, the Superintendent (or designee) shall issue a written decision. The substance of the evaluation shall not be subject to the grievance process.

ARTICLE 27 - Assignments for New School Year

Every attempt will be made to have teacher aide building assignments for the coming school year made prior to the closing of the school year. In those cases where assignments are in doubt, the teacher aide shall be so notified prior to the closing of the school year.

ARTICLE 28 - Labor Management Committee

The parties agree that in the interest of promoting harmonious relationships, a Labor Management Committee shall be created and shall be comprised of two (2) representatives from the Association and two (2) representatives from the District. The committee shall meet upon the request of either party. Said request shall contain the proposed agenda.

ARTICLE 29 – Salary

Placement of Salary Schedule

Based upon experience, new employees may be hired up to Step 4 on the salary schedule. New employees may be hired on Step 5 or above if his/her qualifications, training and experience in the reasonable opinion of the District, justifies such placement on the salary schedule.

The salary schedules and wage rates for each of the following years shall be established by increasing the pervious year's salary schedules and wage rates by the following percentages.

- 3.45% effective 07-1-08
- 3.45% effective 07-1-09
- 3.45% effective 07-1-10

Longevity is to be paid after working twenty seven years in the District in the amount of \$500.00 per year (non cumulative) shall be implemented effective July 1, 2008.

Full time Salaried Teacher aide and part- time hourly Teacher Aides salaries shall be increased by the following amounts after applying the percentage increase (3.45% each year):

\$.30 per hour effective 7-1-08

\$.30 per hour effective 7-1-09

\$.30 per hour effective 7-1-10

Salary payments shall be retroactive to July 1, 2008 for all unit members who were employed on or after that date.

RATIFICATION

THE CHAPPAQUA OFFICE STAFF ASSOCIATION/NYSUT NEGOTIATING UNIT (UNIT 3) AND THE SUPERINTENDENT OF SCHOOLS OF THE CHAPPAQUA CENTRAL SCHOOL DISTRICT HAVE APPROVED THE FOREGOING AGREEMENT, AND SUCH APPROVAL IS INDICATED BY THE SIGNATURES BELOW.

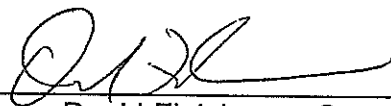
THE CHAPPAQUA OFFICE STAFF ASSOCIATION/NYSUT



Anne Tinsley, President

Dated: 3/4/09

THE CHAPPAQUA CENTRAL SCHOOL DISTRICT



David Fleishman, Superintendent

Dated: 3/4/09

	SCHEDULE A - 1										
	08-09	09-10	10-11		08-09	09-10	10-11		08-09	09-10	10-11
	12 month				10 month				session		
					0.83	0.83	0.83		0.73	0.73	0.73
1	36,547	37,808	39,112		30,334	31,381	32,463		26,679	27,600	28,552
2	37,793	39,097	40,446		31,368	32,451	33,570		27,589	28,541	29,526
3	39,041	40,388	41,781		32,404	33,522	34,678		28,500	29,483	30,500
4	40,288	41,678	43,116		33,439	34,593	35,786		29,410	30,425	31,475
5	41,535	42,968	44,450		34,474	35,663	36,894		30,321	31,367	32,449
6	42,782	44,258	45,785		35,509	36,734	38,002		31,231	32,308	33,423
7	44,029	45,548	47,119		36,544	37,805	39,109		32,141	33,250	34,397
8	45,277	46,839	48,455		37,580	38,876	40,218		33,052	34,192	35,372
9	46,524	48,129	49,789		38,615	39,947	41,325		33,963	35,134	36,346
10	47,771	49,419	51,124		39,650	41,018	42,433		34,873	36,076	37,321
11	49,018	50,709	52,458		40,685	42,088	43,540		35,783	37,018	38,294
12	50,265	51,999	53,793		41,720	43,159	44,648		36,693	37,959	39,269
13	51,512	53,289	55,127		42,755	44,230	45,755		37,604	38,901	40,243
14	52,760	54,580	56,463		43,791	45,301	46,864		38,515	39,843	41,218
15	54,007	55,870	57,798		44,826	46,372	47,972		39,425	40,785	42,193
16	55,254	57,160	59,132		45,861	47,443	49,080		40,335	41,727	43,166
17	56,501	58,450	60,467		46,896	48,514	50,188		41,246	42,669	44,141
18	57,748	59,740	61,801		47,931	49,584	51,295		42,156	43,610	45,115
19	58,995	61,030	63,136		48,966	50,655	52,403		43,066	44,552	46,089
20	60,242	62,320	64,470		50,001	51,726	53,510		43,977	45,494	47,063
21	61,490	63,611	65,806		51,037	52,797	54,619		44,888	46,436	48,038
22	62,737	64,901	67,140		52,072	53,868	55,726		45,798	47,378	49,012
23	63,984	66,191	68,475		53,107	54,939	56,834		46,708	48,319	49,987
24	65,231	67,481	69,809		54,142	56,009	57,941		47,619	49,261	50,961
25	66,478	68,771	71,144		55,177	57,080	59,050		48,529	50,203	51,935

	SCHEDULE A - 2										
	08-09	09-10	10-11		08-09	09-10	10-11		08-09	09-10	10-11
	12 month				10 month				session		
					0.83	0.83	0.83		0.73	0.73	0.73
1	34,776	35,976	37,217		28,864	29,860	30,890		25,386	26,262	27,168
2	36,042	37,285	38,571		29,915	30,947	32,014		26,311	27,218	28,157
3	37,307	38,594	39,925		30,965	32,033	33,138		27,234	28,174	29,145
4	38,572	39,903	41,280		32,015	33,119	34,262		28,158	29,129	30,134
5	39,839	41,213	42,635		33,066	34,207	35,387		29,082	30,085	31,124
6	41,104	42,522	43,989		34,116	35,293	36,511		30,006	31,041	32,112
7	42,369	43,831	45,343		35,166	36,380	37,635		30,929	31,997	33,100
8	43,635	45,140	46,697		36,217	37,466	38,759		31,854	32,952	34,089
9	44,900	46,449	48,051		37,267	38,553	39,882		32,777	33,908	35,077
10	46,166	47,759	49,407		38,318	39,640	41,008		33,701	34,864	36,067
11	47,431	49,067	50,760		39,368	40,726	42,131		34,625	35,819	37,055
12	48,697	50,377	52,115		40,419	41,813	43,255		35,549	36,775	38,044
13	49,962	51,686	53,469		41,468	42,899	44,379		36,472	37,731	39,032
14	51,227	52,994	54,822		42,518	43,985	45,502		37,396	38,686	40,020
15	52,494	54,305	56,179		43,570	45,073	46,629		38,321	39,643	41,011
16	53,759	55,614	57,533		44,620	46,160	47,752		39,244	40,598	41,999
17	55,024	56,922	58,886		45,670	47,245	48,875		40,168	41,553	42,987
18	56,289	58,231	60,240		46,720	48,332	49,999		41,091	42,509	43,975
19	57,555	59,541	61,595		47,771	49,419	51,124		42,015	43,465	44,964
20	58,821	60,850	62,949		48,821	50,506	52,248		42,939	44,421	45,953
21	60,086	62,159	64,303		49,871	51,592	53,371		43,863	45,376	46,941
22	61,352	63,469	65,659		50,922	52,679	54,497		44,787	46,332	47,931
23	62,617	64,777	67,012		51,972	53,765	55,620		45,710	47,287	48,919
24	63,882	66,086	68,366		53,022	54,851	56,744		46,634	48,243	49,907
25	65,149	67,397	69,722		54,074	55,940	57,869		47,559	49,200	50,897

	SCHEDULE A - 3										
	08-09	09-10	10-11		08-09	09-10	10-11		08-09	09-10	10-11
	12 month				10 month				session		
					0.83	0.83	0.83		0.73	0.73	0.73
1	32,378	33,495	34,651		26,874	27,801	28,760		23,636	24,451	25,295
2	33,522	34,679	35,875		27,823	28,784	29,776		24,471	25,316	26,189
3	34,665	35,861	37,098		28,772	29,765	30,791		25,305	26,179	27,082
4	35,809	37,044	38,322		29,721	30,747	31,807		26,141	27,042	27,975
5	36,953	38,228	39,547		30,671	31,729	32,824		26,976	27,906	28,869
6	38,096	39,410	40,770		31,620	32,710	33,839		27,810	28,769	29,762
7	39,241	40,595	41,996		32,570	33,694	34,857		28,646	29,634	30,657
8	40,385	41,778	43,219		33,520	34,676	35,872		29,481	30,498	31,550
9	41,529	42,962	44,444		34,469	35,658	36,889		30,316	31,362	32,444
10	42,672	44,144	45,667		35,418	36,640	37,904		31,151	32,225	33,337
11	43,816	45,328	46,892		36,367	37,622	38,920		31,986	33,089	34,231
12	44,960	46,511	48,116		37,317	38,604	39,936		32,821	33,953	35,125
13	46,105	47,696	49,342		38,267	39,588	40,954		33,657	34,818	36,020
14	47,248	48,878	50,564		39,216	40,569	41,968		34,491	35,681	36,912
15	48,392	50,062	51,789		40,165	41,551	42,985		35,326	36,545	37,806
16	49,536	51,245	53,013		41,115	42,533	44,001		36,161	37,409	38,699
17	50,679	52,427	54,236		42,064	43,514	45,016		36,996	38,272	39,592
18	51,823	53,611	55,461		43,013	44,497	46,033		37,831	39,136	40,487
19	52,967	54,794	56,684		43,963	45,479	47,048		38,666	40,000	41,379
20	54,112	55,979	57,910		44,913	46,463	48,065		39,502	40,865	42,274
21	55,255	57,161	59,133		45,862	47,444	49,080		40,336	41,728	43,167
22	56,399	58,345	60,358		46,811	48,426	50,097		41,171	42,592	44,061
23	57,543	59,528	61,582		47,761	49,408	51,113		42,006	43,455	44,955
24	58,687	60,712	62,807		48,710	50,391	52,130		42,842	44,320	45,849
25	59,830	61,894	64,029		49,659	51,372	53,144		43,676	45,183	46,741

	SCHEDULE A - 4										
	08-09	09-10	10-11		08-09	09-10	10-11		08-09	09-10	10-11
	12 month				10 month				session		
					0.83	0.83	0.83		0.73	0.73	0.73
1	29,980	31,014	32,084		24,883	25,742	26,630		21,885	22,640	23,421
2	30,943	32,011	33,115		25,683	26,569	27,485		22,588	23,368	24,174
3	31,906	33,007	34,146		26,482	27,396	28,341		23,291	24,095	24,927
4	32,868	34,002	35,175		27,280	28,222	29,195		23,994	24,821	25,678
5	33,831	34,998	36,205		28,080	29,048	30,050		24,697	25,549	26,430
6	34,794	35,994	37,236		28,879	29,875	30,906		25,400	26,276	27,182
7	35,757	36,991	38,267		29,678	30,703	31,762		26,103	27,003	27,935
8	36,720	37,987	39,298		30,478	31,529	32,617		26,806	27,731	28,688
9	37,683	38,983	40,328		31,277	32,356	33,472		27,509	28,458	29,439
10	38,646	39,979	41,358		32,076	33,183	34,327		28,212	29,185	30,191
11	39,608	40,974	42,388		32,875	34,008	35,182		28,914	29,911	30,943
12	40,571	41,971	43,419		33,674	34,836	36,038		29,617	30,639	31,696
13	41,534	42,967	44,449		34,473	35,663	36,893		30,320	31,366	32,448
14	42,497	43,963	45,480		35,273	36,489	37,748		31,023	32,093	33,200
15	43,459	44,958	46,509		36,071	37,315	38,602		31,725	32,819	33,952
16	44,422	45,955	47,540		36,870	38,143	39,458		32,428	33,547	34,704
17	45,386	46,952	48,572		37,670	38,970	40,315		33,132	34,275	35,458
18	46,348	47,947	49,601		38,469	39,796	41,169		33,834	35,001	36,209
19	47,311	48,943	50,632		39,268	40,623	42,025		34,537	35,728	36,961
20	48,274	49,939	51,662		40,067	41,449	42,879		35,240	36,455	37,713
21	49,237	50,936	52,693		40,867	42,277	43,735		35,943	37,183	38,466
22	50,199	51,931	53,723		41,665	43,103	44,590		36,645	37,910	39,218
23	51,162	52,927	54,753		42,464	43,929	45,445		37,348	38,637	39,970
24	52,125	53,923	55,783		43,264	44,756	46,300		38,051	39,364	40,722
25	53,087	54,919	56,814		44,062	45,583	47,156		38,754	40,091	41,474

**SCHEDULE B
TEACHER AIDES SALARY**

TEACHER AIDE STARTING SALARY:

08-09	09-10	10-11
\$ 13.75	\$ 14.52	\$ 15.32

*** 3.45 % INCREASE EACH YEAR PLUS 0.30 PER HOUR EACH YEAR

RETURNING TEACHER AIDE SALARY:

*** 3.45 % INCREASE EACH YEAR PLUS 0.30 PER HOUR EACH YEAR